

DEADLOCK IN LYNN SHOE FACTORIES NEARING DECISION

Pressure of Workers on Unions Gives Promise of Ending Stagnation. COMPROMISE IS PROBABLE

Mayor Seeks a Referendum Among Employees on Ending Strike.

Special Despatch to THE NEW YORK HERALD, LYNN, Jan. 8.—The cloud of depression that for four months or more has hung over the shoe industry of this city and the people engaged in it, manufacturers and workers alike, shows signs of lifting. It would be stretching conclusions on the side of optimism too far to say that there will be any immediate resumption of manufacturing on normal lines. But there is a ray of hope, a shimmering, elusive ray that threatens to dispel the cloud of inaction and show the way toward a better understanding between employers and employees. This city possesses nothing if not civic pride. That civic pride has been hurt by the endurance test staged between the shoe workers and their employers, who came to the disadvantage of both, and it is feared, to the distinct advantage of such other shoe manufacturing cities as Rochester, Brooklyn, Philadelphia, Cincinnati and St. Louis, this city's chief competitors in the manufacture of women's fine footwear.

Power of Local Unions.

The situation in this city is seventy-five per cent. of Lynn. Twenty-four shoe workers have been idle for four months or more. They, with their families, comprise forty per cent. or more of the city's population. Since the strike began, these workers have been enjoying wages on an unprecedented high scale. These reached their peak in July last, when the bonus system was instituted by which employees received what amounted to about a twenty per cent. additional increase. Some of the more skilled workers on special machines made as high as \$135 a week. The average was about \$45 a week. Many of the employees came to work in their own motor cars, which were by no means restricted to the cheaper makes. They were able to buy cars and otherwise alter their mode of living during the era of wartime prosperity purchased Liberty bonds and Victory notes.

Fifty-four locals of the United Shoe Workers of America control the employees of the industry in Lynn. These locals are based entirely by their business agents, who come what may, to the aid of the workers. The business agents, who have been declared to permit a referendum among the actual members on any point at issue. The United Shoe Workers of America is not recognized by the American Federation of Labor. It is an outlaw organization in which the principle of arbitration, as recognized by the A. F. of L., has no place. It has been only within the last few weeks that the business agents and houses of the Lynn locals have consented even to confer with representatives of the manufacturers concerning the deadlock. That they have done so is one of the meagre but hopeful signs of a compromise. To date they have refused to consider any suggestion of a referendum among the workers on the question of eliminating the bonus system, but there are indications that the workers themselves may soon force the leaders to permit this free expression of their own opinion.

Civic Pride Touched.

Stories of the industrial deadlock here have not made particularly pleasant reading for the Lynn manufacturers. With the worst kind of advertising for Lynn and why should we say anything that would only tend to divert business elsewhere? One large manufacturer told the representative of THE NEW YORK HERALD. Another said, "We're not soliciting any, but we don't want the idea to get abroad that Lynn cannot make deliveries of orders already in." The shoe industry in Lynn has been a shoe industry that approximated a \$55,000,000 turnover in 1918. It is now down to \$10,000,000. It is a case of nearly 15,000,000 pairs. They have seen Lynn far in the lead in the output of women's high class footwear. Lynn and the highest wages paid here for that work. Consequently they don't propose to let Haverhill, Salem, Cincinnati or St. Louis usurp leadership in the industry if they can prevent it. Just to what extent the present deadlock results from a peace pact entered into by most of the manufacturers and the workers last September is a matter of interesting conjecture. It is a case of the subject on which the employers are extremely reticent. A not inconceivable number feel they were duped and are regretting now that they are parties to an agreement the existence of which is proving an obstacle rather than a help in the resulting situation.

When the Market Slumped.

The peace pact was signed Sept. 1 last by all but eight or ten of the 14 shoe manufacturers in the city. It pledged them to continue the existing scale of wages with the bonus system, instituted the previous July, until the spring of 1922. Any change in the wage scale or working conditions before that time could only be made with the consent of both parties, the manufacturers and the workers, which meant the business agents of the fifty-four different locals. Practically coincident with the signing of the peace pact conditions in the industry changed. The evil of overproduction was aggravated by a sudden suspension of buying. The market dropped and the manufacturers found themselves with no demand for goods already made and no new business coming in. Prices had to be cut to meet competition, and the continuation of the bonus system appeared an impossibility. The manufacturers submitted their case, asked for a conference with the heads of the locals, but that was as far as negotiations progressed. The leaders flatly refused to discuss the matter, and took the position that if there was to be no bonus there would be no work. They called out the workers of all the factories whose owners signed the so-called peace pact. That virtually meant closing down the industry entirely, as only two of the seven or eight manufacturers who declined to sign the pact were attempting to run open shops. One of these, the Tuttle-Jones Company, attempted last month in the face of conditions to do business on the open shop basis. The usual methods were employed against the company. The Massachusetts law provides that in labor disputes pickets may be employed by labor organizations, with certain restrictions upon their activities. That is, they may employ "peaceable persuasion" by their fellow workmen, but anything in the nature of physical obstruction is prohibited. In addition the pickets must wear distinguishing brassards on their arms. The Tuttle-Jones people naturally complained to Mayor W. H. Creamer about this procedure and that official ordered the police force to keep the streets clear. Discussing that phase of the industrial trouble, Mayor Creamer said to THE NEW YORK HERALD representative: "I was waited upon by a delegation of the union leaders who argued that they had a perfect right to use the street for any peaceful assembly. I told them very plainly that the moment their rights interfered with the rights of others they ceased to exist. I told them they had exceeded the limits of peaceable persuasion. I said if they didn't remove their pickets and parades I would. And I ordered enough police to the scene to do so."

INVISIBLE CHILD GUEST GENEROUS

Women's Emergency Committee Reports Large Number of Pledges.

Pledges sufficient to entertain a small army of "invisible child guests," by contributing to the support of the 2,500-000 starving children of Eastern and Central Europe, are being received at headquarters of the Women's Emergency Committee, 22 West Thirty-ninth street. At the meeting in the Engineering Societies Building Friday Herbert Hoover, chairman of the European Relief Council, addressed representatives of 50,000 women, who unanimously voted to set aside January 19 as a Day of Self-denial, when everybody would be asked to go without one meal to swell New York city's quota of the \$33,000,000 fund. Only \$1,500,000 of the city's quota of \$3,500,000 has been raised so far.

Five hundred women's clubs, societies and associations included in the Women's Emergency Committee, which is the Borough of Manhattan organization of the European Relief Council, will entertain an "invisible child guest" this winter, it was announced, by purchasing Invisible Guest Certificates, which guarantee a starving child one meal of wholesome food each day at an American feeding station. Among those already organized for the campaign that have made definite pledges are the Y. W. C. A., which has dedicated February 1 as the day on which the gross receipts of their cafeterias all over the city will be devoted to the purchase of the Invisible Guest Certificates; the Salvation Army, which has pledged itself to 100 certificates, "as a starry" the American Red Cross, which has pledged 250 certificates and will circulate the entire membership of the New York County Chapter, Teachers' College, Columbia University, which has pledged \$7,000. In addition the United Neighborhood House Association, representing forty-five settlements, will circulate its entire membership and will have speakers for all afternoon entertainments, the proceeds of which will be devoted to the purchase of Invisible Guest Certificates. The Ethical Culture Society will circulate its entire membership of 10,000.

The formation of a women's speakers' bureau has just been announced by Mrs. Willard Straight, chairman of the central committee of the women's emergency committee. Mrs. John T. Pratt is in charge, and the speakers will include Mrs. J. Borden Harriman, Mrs. F. Louis Slade, Mrs. Richard Aldrich, Mrs. Alexander Kohut and Mrs. August Belmont. It is planned to furnish a speaker for all important gatherings of women throughout the city during the campaign. The members of the central committee are Mrs. Richard B. Aldrich, Miss Amy Aldrich, Mrs. John Blair, Mrs. Nicholas Brady, Mrs. James F. Burden, Mrs. Elliott Cross, Mrs. James Cushman, Dean Virginia Gilchrist, Miss Mary Garrett Hay, Mrs. Ransom Hooker, Miss Mabel Kittredge, Mrs. J. Borden Harriman, Mrs. Alexander Kohut, Miss Ruth Morgan, Mrs. Henry Moskowitz, Mrs. John T. Pratt, Mrs. C. C. Ramsey, Mrs. Mary K. Sinkovitch, Mrs. F. Louis Slade, Mrs. Florence Wardwell, Mrs. Vanderbilt Webb, Mrs. Thomas Wells, Miss Martha Draper, Miss Louise M. Dixon and Cortland D. Barnes.

"I did not intend making any special reference to it," Mayor Creamer explained yesterday to THE NEW YORK HERALD reporter, "but when these men came to me the way they did I thought it over and decided I would. I don't know how well they liked what I said, but it has had an effect upon the best element among the workers, the men and women who are American citizens. I am sure would be willing to go back to work without the bonus if their labor unions would allow them. I told the new council for the benefit of the unions that any organization that would arbitrarily determined a question of policy without a secret referendum among the rank and file of the organization itself was a serious menace to the community in which it exists. And I mean it. The reaction has been gratifying."

Leaders Meet Pressure.

Speech the incident of Mayor Creamer's speech to the heads of the various locals, while openly expressing their insistence on the retention of the bonus as a condition of ending the deadlock, are taking a less inflexible position on the question of a referendum to discuss the situation. Certain of the leaders have since met a committee of the manufacturers with representatives of the city government and the Chamber of Commerce sitting in. They declined steadfastly to agree to submit the question of eliminating the bonus feature from the peace pact of last September to a referendum of the workers on the question of eliminating the bonus system, but there are indications that the workers themselves may soon force the leaders to permit this free expression of their own opinion.

That \$10,000 Appropriation.

Considerable of resentment is felt here by the manufacturers and others over the \$10,000 appropriation for the shoe industry created in other parts of the country through incorrect or incomplete reports of the industrial situation. For instance, it was widely reported on Dec. 30 last that the City Council had appropriated \$10,000 to aid the striking shoe workers. The impression followed that the city authorities had taken sides with the strikers against the manufacturers and were prepared to aid the workers in their bonus fight.

As has been said, Lynn has a lot of local pride. That its authorities should openly encourage radicalism was something never contemplated and the implied suggestion has made any person whose opinion is worth anything reluctant to discuss the local situation, particularly with a stranger. What actually happened was that the city authorities did appropriate \$10,000 for relief work among the poor during the Christmas season. The money was expended through the agency and organization of the local Red Cross, and while some of it undoubtedly found its way into the homes of striking shoe workers because the family was in want rather than because it was identified with the shoe industry. The money was appropriated not for any particular class of people and in no way indicates any official attitude of sympathy with the shoe workers.

Situation in Brooklyn.

In curious contrast with the industrial situation in Lynn is the relatively tranquil state of affairs in Brooklyn, where the product of women's shoes is the principal industry. The reason, according to officials of the Boot and Shoe Manufacturers Association, lies in the varying attitude of the local unions toward the principle of arbitration. The Brooklyn locals are affiliated with the American Federation of Labor, with which arbitration is a recognized method of settlement of labor disputes. But the A. F. of L. for many years has made no serious attempt to enter the Lynn field and the more radical, unstabilizing factors in organized labor consequently have had a more or less fertile field for the cultivation of their ideas. It is only a question of time, according to some of Lynn's largest manufacturers who have been observing the movement, before the Federation of Labor loses control over the boot and shoe industry completely unless something is done. The United Shoe Workers of America, which controls the situation here, gradually is becoming more and more powerful elsewhere. It has a fairly firm grasp on the industry in the nearby places, Salem and Haverhill, and is a recognized factor in Brooklyn, Rochester, Cincinnati, St. Louis and Milwaukee, all important shoe manufacturing cities.

POSAM MAKES SKIN SUFFERERS GLAD INDEED

Cover that itching skin disorder with Posam—now you have real relief and your skin is being urged through the most persuasive means to influence to throw off its diseased condition, to yield and become clear again.

Splendid response is the rule when Posam is used for eczema, however stubborn; acne, pimples, scurf, scales, herpes, all itching rashes, inflammation, undue redness of nose or complexion. So everywhere. For free sample write to Emergency Laboratories, 243 West 47th St., New York City.

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Use the A. & S. Crossway, Hoyt St. Station

ABRAHAM AND STRAUS INC BROOKLYN

Store Hours 9 to 5:30

JANUARY SALE Shows the Results of Drastic Price-Reductions in Our Own Stock.

We have made strictly a "family affair" of this annual January China Sale. Always an important Clearance Sale following the great Christmas selling, we have made even wider inroads than usual into our fine stocks to make up for the lots of china and glassware that usually come to us from manufacturers at home and abroad.

But prices at the factories have not yet stopped going up, strange as it may seem. Notices of advances are still coming in, both in china and glass, due, the makers say, to the diminishing supply of natural gas. The A. & S. public, we have made up our minds, shall not suffer from this state of things—hence the thoroughgoing reductions from our own always reasonable prices.

Particularly interesting is the wide variety in the sale: 2,250 Dinner Sets of 500 pieces of open stock which we are closing out. 8,000 different pieces of Cut Glass. 10,000 pieces of Table Glassware. 1,000 sets of Fancy China. And so on, through a splendid list. And, most important of all, Price-Reductions Range from 20 to 50 Per Cent. Here are some of the offerings—many of which are limited in quantity and cannot be replaced at these prices:



100-piece American Porcelain Dinner Sets \$35.00 Formerly \$49.50



100-piece Limoges China Dinner Sets \$44.50 From \$65.00



100-piece Imported China Dinner Sets \$47.50 From \$59.50



52-piece Imported China Dinner Sets \$26.75 From \$39.00

32-piece American Porcelain Luncheon Sets \$5.75 Regularly \$8.75

Odd Pieces Discontinued Dinnerware 1/3 to 1/2 Less.

Deliveries During the Week

American Porcelain

50-pc Dinner Sets, white and gold band, from \$14.49, \$10.49 set.

50-pc Dinner Sets, conventional border, from \$19.98, \$15 set.

50-pc Dinner Sets, blue windmill design, from \$15.98, \$10.89 set.

50-pc Dinner Sets, pink floral border, from \$16.75, \$11.89 set.

100 pc Dinner Sets, gold band design, from \$29.75, \$19.50 set.

100-pc Dinner Sets, windmill design, from \$32.98, \$22.50 set.

100-pc Dinner Sets, bluebird design, from \$35, \$23.75 set.

100-pc Dinner Sets, pink floral design, from \$39.75, \$29 set.

100-pc Dinner Sets, pink floral design, from \$47.50, \$39.50 set.

English Porcelain

97-pc Dinner Sets, conventional border, from \$65, \$52.50.

100-pc Dinner Sets, conventional border, from \$69.75, \$57.50.

100-pc Dinner Sets, open border, from \$84.50, \$72.50.

8,500 Pieces of Dinner Ware to be Discontinued 1-3 to 1-2 less than regular

We have space to quote prices on one design only; if you come early you can complete sets if desired.

	Were Each	Now Each
Bread and Butter Plates	\$.42	\$.28
Pie Plates	.46	.30
Ten Plates	.60	.40
Breakfast Plates	.74	.49
Dinner Plates	.88	.58
Soup Plates	.74	.49
Dessert Dishes	.27	.18
After-Dinner Coffee Cups and Saucers	.69	.33
Tea Cups and Saucers	.88	.55
Bouillon Cups and Saucers	1.10	.55
Oatmeal	.46	.29

Platters, were \$1.10, \$1.65, \$2.79, \$3.89 and \$6.10, now 55c, 82c, \$1.39, \$1.95 and \$3.05. Other Patterns in this sale.

Store Orders on these items only

Cut Glass—At Big Reductions

Selected from our regular stocks and specially priced for this sale. In popular floral and light-cut designs.

	Were Each	Now Each
8-inch Fruit Bowls	\$5.98	\$3.95
Flower Vases	4.98	3.44
Combination Fruit Bowls	6.98	4.89
Sugar and Cream Sets	6.98	3.95
Ice Cream Trays	6.75	5.49
Compotes	4.49	2.95
Sugar and Cream Sets	5.49	3.75
Water Bottles	7.98	5.75
Handle Cake Plates	1.95	7.98
14-inch Flower Vases	9.98	6.95
9-inch Fruit Bowls	7.49	5.49
Compotes	1.25	.95
Cake Plates	.89	.65
Mayonnaise Sets	.89	.65
Oliver Dishes	.45	.35
9-inch Salad Bowls	.75	.55

	Were Each	Now Each
10-inch Salad Bowls	\$.98	\$.75
Mustard Jars	.25	.19
Light Cut Crystal Goblets	.39	.29
Light Cut Crystal Tumblers	.15	.12
Light Cut Crystal Handle Cake Plates	1.98	1.49
Bowls	2.98	1.98
Light Cut Crystal Sugar and Cream Sets	.98	.75
Light Cut Crystal Mayonnaise Sets	.98	.75
Light Cut Crystal Bonbon Dishes	.29	.19

4,200 Pieces American Porcelain At Decided Savings

All decorated in floral spray design with gold line borders.

Tea Cups and Saucers	34c each	Cream Pitchers	39c each
Coffee Cups and Saucers	39c each	Pickles Dishes	39c each
After Dinner Cups & Saucers	32c each	Covered Butter Dishes	\$1.29 each
Bread and Butter Plates	15c each	Covered Dishes, Oval	\$1.69 each
Pie Plates	19c each	Covered Dishes, Round	\$1.95 each
Ten Plates	22c each	Gravy Boats	69c each
Breakfast Plates	25c each	Cake Plates	59c each
Dinner Plates	29c each	Teapots	\$1.19 each
Soup Plates	29c each	Salt Bowls	35c, 42c and 65c each
Dessert Dishes	12c and 15c each	Uncovered Vegetable Dishes	35c, 42c and 65c each
Oatmeal	25c each	Pitchers	45, 49, 59 and 69c each
Individual Butter Dishes	7c each	Platters	19c, 29c, 49c, 89c, \$1.29 and \$1.98
Double Egg Cups	32c each		
Sugar Bowls	89c each		

A. & S.—Subway door—Central.

The Great January Sale of Hosiery

66,521 Pairs, for Women, Children and Men—30,000 Pairs "ONYX" Samples

HERE again is one of the important economy events of the Winter, in which foresighted people lay in their hosiery supplies far ahead of their actual needs. Never was it better judgment to do so than now—for the prices—reflecting the market conditions of today—are extraordinarily low.

Chief among the offerings is the huge lot of the famous "ONYX" Hosiery—salesmen's samples; 16,000 pairs for women and children, and 14,000 pairs for men. There are many other fine lots, too—all of hosiery that you will be glad to have, and to wear. Owing to the inevitable large response to these annual Hosiery Sales,

We Shall Not Be Able to Accept Mail or Telephone Orders

Here is the splendid news in detail:

"ONYX" Sample Stockings for Women

29c Pair Fine cotton, some with lisle finish; black, white and colors.

39c Pair Mercerized lisle; also fine cotton; black and colors.

49c Pair Full-fashioned mercerized lisle; in black, white and colors.

Women's Stockings

89c Pair BLACK SILK; mercerized tops and soles; reduced.

\$1.19 Pair FULL FASHIONED SILK; black and colors; ingrain dye; "irregulars" of better qualities.

\$1.59 Pair "POINTEX" SILK; some all-silk, some with mercerized tops; full fashioned; ingrain dye; splendid quality; black and colors. "Irregulars" of higher grades.

"ONYX" Sample Stockings for Children

29c Pair Ribbed cotton; medium and heavy; black, white and cordovan.

39c Pair Ribbed mercerized lisle or fine cotton; black, white and cordovan.

Men's Socks

19c Pair MERCERIZED COTTON; double soles; black, white and cordovan.

49c Pair SILK; double soles; black, navy, cordovan; "irregulars" of higher-priced grades.

69c Pair SILK; full fashioned; black only; "irregulars."

\$1.21 Pair FULL FASHIONED SILK; heavy, fine quality; in black and colors; "irregulars." Tax included.

"ONYX" Sample Socks for Men

29c Pair Cotton and lisle; black and colors.

33c Pair Fibre silk and mercerized lisle; also fine cotton; black and colors.

49c Pair Lisle or cotton; superior quality; black and colors.

NOTE—"Irregulars" means that the hosiery is sold subject to slight imperfections, such as a thick thread, often very difficult to find, and in no wise affecting the wearing quality of the hosiery.

A. & S.—Women's and Children's, street floor, Central. A. & S.—Men's, street floor, East.